

JOB DESCRIPTION

POST TITLE:	Clinical/ Counselling Psychologist or Psychotherapist/ MH Practitioner
BASE:	IMPACTT (Intensive Management of Personality-disorder and Clinical Therapies Team) base
BAND:	7
LINE MANAGER:	Clinical Lead for MBT
PROFESSIONAL ACCOUNTABILITY:	Consultant Lead Psychologist

OUR VISION AND VALUES

Berkshire Healthcare's vision is to provide the best care in the right place; developing and delivering excellent services in local communities with people and their families to improve their health, well-being and independence. We pride ourselves in recruiting staff who display our values and the right behaviours and work hard to create a culture which respects all of our staff for the unique contribution they make to ensuring high quality care is delivered. Our values are:

- **Caring** for and about you is our top priority
- **Committed** to providing good quality, safe services
- working **Together** with you to develop innovative solutions

JOB SUMMARY

To work as part of the specialist Intensive Management of Personality-disorder and Clinical Therapies Team, IMPACTT, providing evidence-based psychological therapy to service users who meet criteria for a diagnosis of personality disorder, primarily Borderline Personality Disorder.

To work with service users who have often suffered abuse, deprivation and trauma in their early years and continue in adulthood to experience extreme difficulties in their relationships with others and present with dysregulation in managing emotion, identity disturbance, impulsiveness and serious self-injuries and suicidal behaviours.

To provide specialist assessments and formulation for the EUPD pathway.

To develop expertise and skills in Mentalization Based Treatment (MBT).

To work closely with community, inpatient, crisis and other teams/services, providing consultation, supervision and joint working as required to best meet the needs of the client group, support recovery and manage risk.

The post holder will:

- be based in IMPACTT and deliver care in a number of premises across Berkshire as required
- work in collaboration with other psychologists, psychological therapists and psychotherapists in the delivery of specialist psychological interventions to people with a Personality Disorder. This will include working individually and in groups.
- contribute to the delivery of a full therapy programmes including group facilitation, individual sessions, weekly team consultation/ supervision meetings and ad hoc telephone skills coaching and may require out of hours working in accordance with the therapy models.
- provide consultation, teaching and joint working with other professionals
- undertake clinical audit and research activities, contribute to ongoing outcome measurement and review of the efficacy of the programme.
- participate in regular supervision

KEY RESPONSIBILITIES

1. Care delivery

- Contribute to the delivery of a full specialist therapy programme including group facilitation, individual therapy sessions, team consultation meetings and ad hoc telephone skills coaching, which may require out of hours working.
- Be committed to and work towards full fidelity to the model of treatment at all times, and support others in the team towards model adherence.
- To be responsible for the assessment (including risk assessments), formulation, adjustment and recommendations for psychological care including overseeing and evaluating the work of less experienced staff as agreed with the Clinical Leads and liaison with partner services.
- Deliver specialist psychological interventions, employing methods based on proven efficacy (NICE), for individual clients and groups, employed singly and in combination, adjusting and refining psychological formulations as practice and experience demand. These formulations will be derived from a broad range of theoretical knowledge of psychology and enable the use of a number of provisional hypotheses to be maintained at one time.
- Be part of a team which is responsible for maintaining and delivering clinical services to the local population.
- Provide specialist advice, consultation and joint working to other professionals / individuals / groups / committees as required across the organisation and other voluntary agencies regarding service matters related to the practice and delivery of specific agreed therapeutic modalities and service provision.
- To ensure services are delivered in a manner that is appropriate, relevant and respectful to all community members, recognizing the diversity of ethnicity, culture, belief, privilege and capacity of service users and carers
- To interpret complex data from a variety of sources including psychological tests, self-report measures, rating scales, direct and indirect observations and semi-structured interviews

2. Record Keeping, Information Collection and Communication

- To communicate highly specialised, complex and sensitive 'condition' information and advice to service users, carers and professionals, including information about problem formulation, and to find ways of enabling the information to be understood by patients who may be anxious and/or hostile providing empathy and reassurance

- To maintain and develop relationships with other professionals, who may be external to the area of service, service users and their significant others (where appropriate) within area of service/specialism
- Be responsible for recording, monitoring and reporting on clinical work and communicating complex clinical information to a variety of recipients, e.g. service users, GPs, CMHTs, health professionals, orally, in writing and/or electronically.
- Be responsible for developing and maintaining knowledge of local resources and developing working relationships with relevant statutory, voluntary and community groups and organisations. Be responsible for sharing this information with the services.
- To support the development and implementation of communication, engagement and involvement strategies that are of benefit to service stakeholders, in particular service users and staff

2. Leadership, Development & Supervision

- Contribute to clinical supervision and provide clinical and professional guidance to less experienced psychological therapists and clinical team members.
- Contribute to the teaching and training of mental health professionals and other staff working in the service.
- As required, contribute to improving the practice and delivery of psychology to individuals/groups/ committees across the Trust and other voluntary agencies.
- Be aware of, and keep up to date with research and advances in psychological knowledge and therapies.
- Attend weekly team consultation meetings and clinical/managerial supervision on a regular basis according to professional standards and as agreed with Manager
- Keep up to date all records in relation to CPD and ensure personal development plan maintains up to date specialist knowledge of latest theoretical and service delivery models/developments.
- Attend relevant conferences / workshops in line with identified professional objectives.
- Participate in service improvement by highlighting issues and implementing changes in practice.
- To advocate new ways of working that meet Trust and service needs and promotes best practice
- To support the provision and development of specialist advice and training sessions and workshops to clinical staff, GP's and less experienced psychology staff and to continue to develop expertise in the area of professional post-graduate training and clinical supervision and teaching and allocation of students on doctoral training.
- Be responsible for communication of decisions with referrers, multi-disciplinary teams and service team leads
- To develop and use materials for presentations in public, professional and academic settings

- To ensure all systems (electronic and hard copy), records, data and information (stored and transferred) are of high quality across the service and will withstand inspection of their effectiveness and appropriateness to support the delivery of safe services.
- To be able to communicate change clearly, reassuringly and effectively
- Implement Trust and local policies.
- Attend annual appraisal, and work towards agreed goals arising from this.
- Develop and implement service related and/or academic research projects.

GENERAL

1. This job description is not exhaustive and can be altered in consultation with the post holder.
2. Any other duties which may be requested by the line manager in order to facilitate the smooth running of the hospital.
3. The Trust is an equal opportunities employer. The post – holder is at all times expected to carry out their duties in accordance with the Trusts Equal Opportunities Policy.
4. The post – holder is required to take reasonable care of the health and safety of him/her acts or omissions at work, and to co-operate with the Berkshire Healthcare NHS Trust to ensure that statutory and departmental safety regulations are adhered to.

BEHAVIOURS

In addition to the responsibilities and requirements outlined in this job description, all staff should refer to the associated behavioural framework relating to their role. These are based on the Trust's values, define the behaviours all staff are expected to display and underpin our organisational recruitment, appraisal, reward and development processes.

LOCATION/MOBILITY

You may be required to work at or from any additional location as may be determined by the Trust from time to time. The Trust also reserves the right from time to time to change your base on a permanent basis to a location determined by it at the time that the change is made.

You may also be required to travel between Trust premises as may be required for the performance of your duties.

FLEXIBILITY

The Trust reserves the right to amend your job description and/or your duties from time to time. You also agree that you will work with the Trust to deliver the Trust's services, including without limitation, by complying with lawful and reasonable instructions from the Trust by adapting to new ways of working and attending training courses determined by the Trust from time to time.

CONTINUING PROFESSIONAL DEVELOPMENT

To attend and contribute to staff meetings and Forums, supervision sessions, training courses, seminars and workshops, to ensure the development and enhancement of current working practices.

To participate in all personal review meetings, and take responsibility for personal and professional development. Responsibility for developing the role and the services provided.

DATA PROTECTION ACT

You should be aware of the Data Protection Act and follow the local Codes of Practice to ensure appropriate action is taken to safeguard confidential information.

HEALTH & SAFETY

You are required to take responsibility for Health and Safety Risk Assessment and Workplace Inspections, and to take reasonable care for your own health and safety and that of other persons who may be affected by his/her acts or omissions.

You are also required to co-operate with all staff to ensure that all statutory regulations, policies, Codes of Practice and departmental safety procedures are adhered to, and to attend relevant training programmes.

INFECTION CONTROL

Managers at all levels have a responsibility to act as role models to ensure that Infection Control is on the corporate and service agenda and remains a priority in terms of attention and resources.

All staff providing direct patient care must ensure that they follow procedures aimed at reducing the risk of passing on the organisms that can cause infections.

All staff, collectively and individually, have a duty of care in following best practice in adherence to guidelines which is a fundamental requirement in underpinning the management of Infection Control.

CONFIDENTIALITY

Your attention is drawn to the confidential aspects of this post. You must not disclose any information of a confidential nature relating to the Trust or the service that it provides, or in respect of which the Trust owes an obligation of confidence to any service user, client or third party during or after your employment except in the proper course of your employment or as required by law.

You must not remove or copy any documents or tangible items including software which belongs to the Trust or which contain any confidential information from the Trust's premises at any time without proper advanced authorisation. You must return to the Trust upon request and in any event upon the termination of your employment, all documents and tangible items which belong to the Trust or which contain or refer to any confidential information and which are in your possession or under your control.

A breach of confidence could result in dismissal.

You should be aware that regardless of any disciplinary action taken, a breach of confidence could also result in civil action for damages.

CLINICAL GOVERNANCE

The Trust aims to provide the highest standards of care. To further this aim you are expected to adhere to acceptable working practice as defined in Trust policies and guidelines. You also have a personal responsibility to your team and service to keep up to date and, if you encounter unacceptable practice, to raise through accepted channels.

ASYLUM & IMMIGRATION ACT 1996 AND AMENDMENTS

In order to comply with the Asylum and Immigration Act 1996, it is Trust policy to check documentation of all applicants in respect of proper immigration status to work in the UK. Employment will not be offered to any applicant or employee who does not have valid leave to remain in the UK or is subject to conditions, which prevent the individual from taking up employment.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

Safeguarding of individuals who come into contact with our services, whether a child or young person, person with Learning Disabilities or an older or vulnerable adult, is the responsibility of all employees of Berkshire Healthcare NHS Foundation Trust in whatever capacity they are employed.

SAFEGUARDING CHILDREN

The Trust adheres to the Berkshire Local Safeguarding Children Boards Child Protection Procedures, and all employees have a duty of care and a responsibility to safeguard and promote the welfare of children.

SMOKE FREE

A smoke free policy is in operation and smoking is not permitted on any of the Trust's sites'. The policy also applies to all persons travelling in vehicles (including owned and lease cars) whilst on official business. Smoking is not permitted in privately owned vehicles that are parked on Trust grounds, or when transporting services users or visitors on official Trust business. Staff will not be supported by taking additional breaks away from the workplace to smoke off site. Please refer to the Staff Smoke Free policy for further details.

PERSON SPECIFICATION

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CATEGORY	ASSESSMENT METHOD (v)		
1. Education/Qualifications/Training	Application Form (E/D)	Interview (E/D)	Selection Tool (E/D)
<ul style="list-style-type: none"> • Doctoral level training in clinical or counselling psychology OR post-graduate qualification in adult psychotherapy • Registered and accredited with Health Care Professional Council (HCPC) for psychologists or UKCP for psychotherapists. • Specialist experience/training in MBT • Eligible for graduate membership of BPS (British Psychology Society) and for Chartered Clinical Psychology status and the Division of Clinical Psychology membership. • Post-qualification training and qualifications in research methodology, staff training and/or other fields of applied psychology. • Supervised practice in psychological therapies. 	E E D D D D	D D	
2. Continuous Professional Development			
<ul style="list-style-type: none"> • Evidence of continuing professional development as recommended by the BPS. • Staying up to date with evidence-based practice in relevant field. 	E E		
3. Previous Experience			
<ul style="list-style-type: none"> • Demonstrable experience of working in mental health services • Experience of/ interest in working with service users with personality disorders. • Experience of presenting problems throughout the whole life course that reflects the full range of clinical severity • Experience with services (and working as part of multi-disciplinary teams internal and external to the organisation) across a wide variety of patient groups throughout the whole life course and with service users with cases of a high degree of complexity • Experience of managing highly complex situations concerning safeguarding and risk management. • Experience of delivering agreed/specified service targets and effective time management in a busy and demanding environment • Experience of the application of clinical psychology in different cultural contexts. • Experience of assessing Personality disorders 	E E E E E E D D D	E E E E E	

<ul style="list-style-type: none"> Experience with routine outcome monitoring, audit and clinically related research Experience of teaching as well as experience of developing training programmes and supervision of junior staff 	D		
4. Knowledge, Skills & Abilities			
<ul style="list-style-type: none"> Exceptional interpersonal and highly effective communication skills with the ability to support, engage and lead patients, clinicians and other stakeholder groups in change, development and improvement. 		E	
<ul style="list-style-type: none"> Skills in maintaining a high degree of professionalism in the face of highly emotive and distressing problems, ability to manage difficult situations with service users that have complex mental health conditions and challenging behaviours and to manage a demanding and complex case load. 		E	
<ul style="list-style-type: none"> Well-developed skills in the ability to communicate effectively, orally and in writing, complex, highly technical and/or clinically sensitive information to clients, their families, carers and other professional colleagues both within and outside the NHS. 	E	E	
<ul style="list-style-type: none"> Skilled in being able to establish rapport and build relationships with clients and carers. Ability to relate well to professional colleagues and to build and maintain effective working relationships within all levels of the organisation. 		E	
<ul style="list-style-type: none"> Ability to meet agreed/specified service targets 		E	
<ul style="list-style-type: none"> Ability to manage own caseload and time and to work flexibly across teams and sites in response to service demands. 	E	E	
<ul style="list-style-type: none"> Demonstrates an understanding of mental health issues and presentations and knowledge of child protection/safeguarding issues and other relevant legislation 	E	E	
<ul style="list-style-type: none"> Doctoral level knowledge of research methodology, research design and complex, multivariate data analysis as practiced within the clinical fields of psychology. 	D		
<ul style="list-style-type: none"> High level knowledge of the theory and practice of at least two specialised psychological therapies. 	D		
<ul style="list-style-type: none"> Knowledge of legislation in relation to the client group and mental health. 	D	D	
<ul style="list-style-type: none"> Computer literate. 	E		
Additional Requirements			
<ul style="list-style-type: none"> Able to work flexibly on a shift pattern as required and the ability to travel independently between locations to fulfil the requirements of the position 		E	
<ul style="list-style-type: none"> <i>Ability to undertake the duties and demands of the post.</i> 	E	E	
<ul style="list-style-type: none"> <i>A satisfactory sickness record over the previous 2 years (subject to the need to act with fairness and equality of opportunity, particularly where the</i> 		E (HR record)	

<i>sickness is related to a disability and/or pregnancy).</i>			
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